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Review of the efficiency of the administrative and financial functioning of the United Nations

Human resources management

Gratis personnel provided by Governments and other entities

Report of the Secretary-General

Summary

The present document contains both the quarterly and the annual report of the Secretary-General on the use of gratis personnel. The quarterly report covers the situation of gratis personnel during the period from 1 July to 30 September 2000, while the annual report concerns the situation during the period from 1 October 1999 to 30 September 2000.

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I. Introduction

1. The present report is submitted pursuant to General Assembly resolution 51/243 of 15 September 1997, in paragraph 6 of which the Secretary-General was requested to report on a quarterly basis on the acceptance of the gratis personnel referred to in paragraph 4 of that resolution, with a view to ensuring compliance with its provisions. In paragraph 12 of the same resolution, the Assembly requested the Secretary-General to report annually on the use of gratis personnel, indicating, inter alia, their nationality, the duration of their service and the functions performed.

2. The present report updates previous quarterly reports (A/52/709 and Corr.1, A/C.5/52/43, A/C.5/52/51, A/C.5/52/56, A/53/715, A/C.5/53/54, A/C.5/53/59, A/53/1028, A/54/533, A/C.5/54/51, A/C.5/54/54 and A/C.5/55/13) and covers the period from 1 July to 30 September 2000. The report also contains the annual report for the period 1 October 1999 to 30 September 2000, which updates the previous annual report (A/54/533).

II. Quarterly report on the acceptance of type II gratis personnel for the period from 1 July to 30 September 2000

3. As reported by the International Tribunal for the Former Yugoslavia, out of a total of 74 new type II gratis personnel brought in between 1 July and 30 September 2000, 5 personnel were engaged in July 2000, 26 in August and 43 in September 2000. These personnel were involved in the forensic examination at the remaining non-investigated sites in Kosovo, to be completed in 2000. This was in conformity with the Secretary-General's approval, in January 2000, of the Tribunal's request to accept expert gratis personnel for a limited period of six months (see A/54/734). During the same period, 38 type II gratis personnel ended their assignment with the International Tribunal. The previously reported figure (A/C.5/55/13) of 9 type II gratis personnel as of 30 June 2000 was due to premature reporting by the Tribunal of 5 personnel who were actually engaged in July and August 2000. The corrected data is now reflected in the database. The total number of type II gratis personnel engaged by the International Tribunal as at 30 September 2000 stands at 40.

4. The assignment of two type II gratis personnel to the United Nations Conference on Trade and Development (UNCTAD), reported in the previous quarterly report (A/C.5/55/13), was extended between 1 July and 30 September 2000, as shown in table 1 below.

5. Review of the conditions of employment of 1 gratis personnel in the Economic and Social Commission for Western Asia (ESCWA), previously reported as type I, proved to be type II. This engagement by ESCWA is, therefore, retroactively reported as at 30 September 1999.

III. Annual report on the use of gratis personnel for the period from 1 October 1999 to 30 September 2000

Type I gratis personnel

6. Table 2 below provides data on type I gratis personnel who serve under an established regime. These are interns, associate experts, technical cooperation experts obtained on non-reimbursable loans, and gratis personnel serving with the United Nations Monitoring, Verification and Inspection Commission (UNMOVIC), which was established as a subsidiary body of the Security Council to replace the United Nations Special Commission (UNSCOM) as of 17 December 1999 (see A/51/688/Add.2, para. 4, and A/51/688/Add.3, para. 3). The total number for each category as at 30 September 2000 is compared with the numbers contained in previous reports.

7. The overall number of type I gratis personnel decreased by 34.5 per cent from 629 personnel as at 30 September 1999 to 412 personnel by 30 September 2000. In conformity with their new personnel statute, all type I gratis personnel serving at UNMOVIC (25 as at 1 January 2000) were phased out by 30 September 2000. The Secretariat-wide number of associate experts (type Ib), decreased by 14 per cent, from 290 as at 30 September 1999 to 250 by 30 September 2000, while the number of interns (type Ia) has fallen by 49 per cent from 296 to 151. The number of technical cooperation experts (type Ic) over the referenced period decreased by 39 per cent from 18 to 11.

8. Prior to 1999, associate experts and technical cooperation experts were not recorded in the Integrated Management Information System (IMIS) and were reported separately. Therefore, the increase in their number as compared to previous reports is attributable to incomplete and late reporting by some departments. In addition, databases for interns and UNMOVIC personnel previously maintained on a stand-alone basis were only recently readjusted and synchronized with IMIS. Until recently, interns, who are recruited at specific periods in the year, have not always been consistently reported to the Office of Human Resources Management by departments, but rather on an ad hoc basis. The Office is taking steps to improve monitoring and reduce the time-lag in all non-IMIS based data reporting by departments/offices.

Type II gratis personnel

9. Table 1 below provides information on the number of engagements and separations of type II gratis personnel in service as at 30 September 2000.

10. Table 3 below provides information on type II gratis personnel in service as at 30 September 2000, by department or office, nationality and duration of service. Six nationalities are represented. All engagements at the International Tribunal for the Former Yugoslavia are for less than one year. The engagement of 1 gratis personnel in ESCWA exceeds one year, while the 2 gratis personnel in UNCTAD have been extended for another year.

11. Table 4 below shows the evolution of type II gratis personnel during the period from 1 October 1999 to 30 September 2000, by department or office. The total of 43 as at 30 September 2000 shows a decrease by 57 per cent compared with the total of 101 as at 30 September 1999 and a decrease by 68 per cent as compared with the total of 134 as of 30 September 1998. The number of departments or offices having engaged type II gratis personnel decreased from 4 on 30 September 1999 to 3 on 30 September 2000.

12. The bulk of type II gratis personnel engaged between 1 October 1999 and 30 September 2000 have been engaged with the International Tribunal for the Former Yugoslavia. In the months of October, November and December 1999, all remaining 92 forensic investigators were phased out (33 in October 1999, 9 in November and 50 in December 1999). From January to March 2000 there were no gratis personnel engaged by the International Tribunal. In response to the Tribunal's request, the Secretary-General indicated in his letter of 27 January 2000 to the President of the General Assembly (A/54/734) that the proper investigation and effective implementation of the mandate of the Tribunal dictate that all forensic investigations in the remaining non-investigated sites in Kosovo be completed by the end of 2000. As a result, 2 gratis personnel were engaged in April 2000, 3 in May, 1 in July, 17 in August and 18 in September 2000. In June 2000, 1 gratis personnel was separated from the Tribunal.

13. The Department of Peacekeeping Operations/ Field Administration and Logistics Division engaged 10 type II gratis personnel in October 1999 and 5 in November. Two gratis personnel were separated in December 1999, 4 in February 2000, 11 in April, 3 in May and 1 in June 2000. In this reporting period, there have been no gratis personnel engaged with the Department of Peacekeeping Operations/Field Administration and Logistics Division since that time.

14. UNCTAD engaged 2 gratis personnel from 1 October 1999 to 30 September 2000. Both have been extended for another year. ESCWA retained 1 type II gratis personnel over the whole length of the referenced period, who was initially erroneously reported as type I.

15. Table 5 below shows the distribution of type II gratis personnel as at 30 September 2000, by nationality and duration of service. Compared to the previous year, the number of nationalities decreased from 10 in 1999 to 6 in 2000. The duration of service is below one year for all but three type II gratis personnel.

16. Table 6 below provides further information as at 30 September 2000 on the nature of the functions performed by type II gratis personnel, by department or office.

17. Table 7 below shows the numbers of regular staff in the departments or offices where type II gratis personnel performed functions as at 30 September 2000, and the ratio of gratis personnel to staff.

Abbreviations used in the tables

ESCWA	Economic and Social Commission for Western Asia
DPKO	Department of Peacekeeping Operations
DPKO/FALD	Department of Peacekeeping Operations/Field Administration and Logistics Division
UNCTAD	United Nations Conference on Trade and Development
UNMOVIC	United Nations Monitoring, Verification and Inspection Commission
UNSCOM	United Nations Special Commission

Table 1

Quarterly report on the number of engagements and separations of type II gratis personnel

(1 July-30 September 2000)

Department or Office	*Number engaged in June*	*Number separated in June*	*Number as at 30 June 2000*	*Number engaged in July*	*Number separated in July*	*Number as at 31 July 2000*	*Number engaged in August*	*Number separated in August*	*Number as at 31 August 2000*	*Number engaged in September*	*Number separated in September*	*Number as at 30 September 2000*
International Tribunal for the Former Yugoslavia	9	10	4	5	4	5	26	9	22	43	25	40
DPKO/FALD	0	1	0	0	0	0	0	0	0	0	0	0
ESCWA	0	0	1	0	0	1	0	0	1	0	0	1
UNCTAD	0	0	2	0	0	2	2[a]	0	2	0	0	2

[a] Extension of engagement.

Table 2

Evolution of type I gratis personnel

As at	*Interns*	*Associate experts*[a]	*Technical cooperation experts*[b]	*UNSCOM UNMOVIC*[c]	*Total*
31 October 1996	131	76	31	112	350
30 September 1997	195	72	32	109	408
30 September 1998	214	115	31	18	378
30 September 1999	296[d]	290[d]	18	25	629[d]
31 December 1999	43[d]	268[d]	16	25	352[d]
31 March 2000	101[d]	270[d]	13	19[d]	403[d]
30 June 2000	206[d]	271[d]	12[d]	15	504[d]
30 September 2000	151	250	11	0	412

[a] 200 series.
[b] See ST/AI/231/Rev.1.
[c] See S/22508.
[d] Adjusted (see para. 8).

Table 3
Type II gratis personnel, by department or office, nationality and duration of service
(As at 30 September 2000)

Department or office	*Country of nationality*	*Count*	*Duration of service*
International Tribunal for the Former Yugoslavia	Austria	1	Under one year
	Belgium	25	Under one year
	Canada	8	Under one year
	France	4	Under one year
	Germany	2	Under one year
	Subtotal	**40**	
ESCWA	Germany	1	More than one year
	Subtotal	**1**	
UNCTAD	Republic of Korea	2	One year
	Subtotal	**2**	
	Total	**43**	

Table 4
Evolution of the number of type II gratis personnel, by department or office
(1 October 1999-30 September 2000)

Department or office	*Reported on 30 September 1999*	*Reported on 30 September 2000*	*Change (%)*
International Tribunal for the Former Yugoslavia	92	40	-52 (-58%)
DPKO/FALD	6	0	-6 (-100%)
ESCWA	1	1	0
UNCTAD	2	2	0
Total	**101**	**43**	**-58 (-57%)**

Table 5

Type II gratis personnel, by nationality and duration of service

(As at 30 September 2000)

Country of nationality	*Count*	*Duration of service*
Austria	1	Under one year
Belgium	25	Under one year
Canada	8	Under one year
France	4	Under one year
Germany	2	Under one year
	1	More than one year
Republic of Korea	2	One year
Total	**43**	

Table 6

Functions performed by type II gratis personnel in service, by department or office

(as at 30 September 2000)

A. International Tribunal for the Former Yugoslavia (40)

Country of nationality	*Function*	*Number of persons*
Austria	Inspector	1
	Total	**1**
Belgium	Commander	1
	Forensic Anthropologist Officer	1
	Forensic Investigation Officer	5
	Investigator	12
	Logistics Officer	2
	Medical Officer	3
	Nurse	1
	Total	**25**
Canada	Forensic Investigation Officer	7
	Investigator	1
	Total	**8**
France	Laboratory Technician	1
	Forensic Investigation Officer	3
	Total	**4**

Country of nationality	*Function*	*Number of persons*
Germany	Laboratory Technician	1
	Forensic Investigation Officer	1
	Total	**2**

B. Economic and Social Commission for Western Asia (1)

Country of nationality	*Function*	*Number of persons*
Germany	Technical Adviser (Water resources)	1
	Total	**1**

C. United Nations Conference on Trade and Development (2)

Country of nationality	*Function*	*Number of persons*
Republic of Korea	Economist[a]	2
	Total	**2**

[a] A detailed description of their duties was included under table 3 of A/C.5/55/13.

Table 7
Numbers of regular staff in the departments or offices where type II gratis personnel performed functions
(as at 30 September 2000)

Department or office	*Staff in the Professional and higher categories*	*Staff in the General Service and related categories*	*Total staff*	*Number of gratis personnel*	*Ratio of gratis personnel to staff (percentage)*
International Tribunal for the Former Yugoslavia	452	698	1 150	40	3.5
ESCWA	95	162	257	1	0.4
UNCTAD	304	184	488	2	0.4